

COUNTY COUNCIL
OF
HARFORD COUNTY, MARYLAND

BILL NO. 91-79 As Amended

Introduced by Council President Wilson at the request of the County Executive
Legislative Day No. 91-39 Date December 17, 1991

AN EMERGENCY ACT to repeal and reenact, with amendments, the Harford County Pay Plan and Classification Plan and Salary Grade Schedule, Harford County Ordinance No. 91-24, as amended, and to enact a new Classification Plan and Salary Grade Schedule and Pay Plan to stand in lieu of the Ordinances repealed; to provide a new position in the classified service of Assistant Council Attorney ~~County~~; all in accordance with Section 603 of the Charter; and to provide that this act shall not be codified in the Harford County Code.

By the Council, December 17, 1991

Introduced, read first time, ordered posted and public hearing scheduled

on: January 14, 1992

at: 6:45 P.M.

By Order: Doris Poulsen, Secretary

PUBLIC HEARING

Having been posted and notice of time and place of hearing and title of Bill having been published according to the Charter, a public hearing was held on January 14, 1992, and concluded on, January 14, 1992

Doris Poulsen, Secretary

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW. [Brackets] indicate matter deleted from existing law. Underlining indicates language added to Bill by amendment. Language lined through indicates matter stricken out of Bill by amendment.

Section 1. Be It Enacted By The County Council of Harford County, Maryland, that Harford County Ordinance No. 91-24, Harford County Pay Plan is hereby repealed and that new Pay Plans, Classification and Salary Grade Schedules, Exempt Plan and Grade Schedule, Judicial, Sheriff's Office and State's Attorney Office Plans and Schedules, be, and they are hereby enacted to stand in lieu of the repealed Ordinance, all to read as follows:

Harford County Classification Plan

General Administration:

Grade

Administrative Assistant I	S-06
Administrative Assistant II	S-08
Administrative Specialist	M-10
Aging Program Director	M-14
Alcohol/Drug Coordinator	M-10
ASSISTANT COUNCIL ATTORNEY	M-16
Assistant County Attorney	M-16
Assistant County Attorney (Entry Level)	M-13
Assistant Secretary of the Council	S-09
Bus Driver	S-02
Bus Driver (Grandfathered)	S-03
Central Services Lead Technician	M-09
Commission for Women Coordinator	M-10
Computer Center Coordinator	M-10
Computer Records Assistant	S-06
Computer Resource Technician	S-08
Crisis Intervention Worker	S-02

1	Purchasing Agent II	S-10
2	Risk Manager - (M-14)	M-16*
3	*See Management/Technical Pay Schedule	
4	Risk Management Assistant	S-08
5	Supervisor of Outreach Programs	M-08
6	Supervisor, Transportation Services	M-10
7	Tourist Development Coordinator	M-10
8	Zoning Hearing Assistant	S-07
9	<u>Building Maintenance Service:</u>	<u>Grade</u>
10	Building Construction and Repair Supervisor	M-10
11	Building Maintenance Worker	S-04
12	Building Maintenance Mechanic I	S-07
13	Building Maintenance Mechanic II	S-09
14	Building Maintenance Supervisor	M-10
15	Chief Custodian	M-05
16	Custodian I	S-01
17	Custodian II	S-03
18	Facilities Attendant	S-04
19	Superintendent of Buildings and Grounds	M-12
20	<u>Clerical Service:</u>	<u>Grade</u>
21	Claims Clerk	S-05
22	Clerk Stenographer I	S-03
23	Clerk Stenographer II	S-04
24	Clerk Typist I	S-02
25	Clerk Typist II	S-04

1	Civil Engineer I	S-11
2	Civil Engineer II	M-13
3	Civil Engineer III (M-14)	M-15*
4	*See Management/Technical Pay Schedule	
5	Construction Inspector I	S-07
6	Construction Inspector II	S-09
7	Construction Inspector III	S-11
8	Drafting Technician I	S-04
9	Drafting Technician II	S-06
10	Drafting Technician III	S-07
11	Drafting Technician IV	S-09
12	Engineering Associate I	S-07
13	Engineering Associate II	S-09
14	Engineering Associate III	S-11
15	Engineering Associate IV	M-12
16	Land Surveyor	M-12
17	Material Inspector I	S-07
18	Material Inspector II	S-09
19	Material Inspector III	S-11
20	Right-of-Way Agent (Grandfathered)	M-11
21	Right-of-Way Agent I	S-09
22	Right-of-Way Agent II	S-11
23	<u>Fiscal and Accounting Service:</u>	<u>Grade</u>
24	Accountant I	M-10
25	Accountant II	M-12

1	Supervisor of Cashiers	M-10
2	Systems Analyst - (M-13)	M-15*
3	*See Management/Technical Pay Schedule	
4	<u>Parks and Recreation Service:</u>	<u>Grade</u>
5	Activity Coordinator	S-11
6	Chief of Parks and Facilities	M-14
7	Chief of Recreation	M-14
8	Community Director	S-10
9	Community Leader	S-06
10	District Supervisor	M-12
11	Park Maintenance Crew Leader	H-07
12	Park Maintenance Worker I	H-03
13	Park Maintenance Worker II	H-05
14	Park Naturalist	S-08
15	Park Security Worker	S-05
16	Parks and Facilities Maintenance Supervisor	M-12
17	Program Coordinator for the Handicapped	S-08
18	<u>Planning and Zoning Service:</u>	<u>Grade</u>
19	Chief, Comprehensive Planning	M-16
20	Chief, Current Planning	M-16
21	Graphics Illustrator	S-06
22	Permits Review Supervisor	M-11
23	Planner I	S-10
24	Planner II	S-12
25	Planner III	M-14

1	Chauffeur-Laborer	H-05
2	Equipment Operator I	H-06
3	Equipment Operator II	H-08
4	Equipment Operator III	H-11
5	Laborer	H-01
6	Laborer (Grandfathered)	H-02
7	Laborer/Trades	H-03
8	Lubrication Worker	H-08
9	Maintenance Worker	H-06
10	Storekeeper	H-08
11	Storekeeper/Maintenance Mechanic	H-10
12	Tire Changer	H-03
13	Tractor Trailer Operator	H-07
14	Trades Helper	H-01
15	Traffic Sign Mechanic I	H-02
16	Traffic Sign Mechanic II	H-04
17	Traffic Sign Mechanic III	H-06
18	Utility Worker	H-10
19	Water Meter Mechanic I	H-06
20	Water Meter Mechanic II	H-07
21	Water Meter Mechanic III	H-08
22	Water/Sewer Utility Worker I	H-02
23	Water/Sewer Utility Worker II	H-05
24	Water/Sewer Utility Worker III	H-07
25	Water/Sewer Utility Worker IV	H-09

1	Shift Supervisor	M-10
2	Sign Fabricator	S-06
3	Sign Fabricator (Grandfathered)	S-07
4	Superintendent (Hwys.)	M-13
5	Superintendent of Highways, Construction & Drainage	M-13
6	Superintendent of Solid Waste Management	M-10
7	Superintendent of Solid Waste Management	
8	(Grandfathered)	M-13
9	Superintendent, Water and Sewer	M-12
10	Superintendent, Water and Sewer (Grandfathered)	M-13
11	Traffic Assistant	S-04
12	Traffic Operations Supervisor	M-11
13	Treatment Plant Operator (Joppatowne)	S-07
14	Waste Water Treatment Plant Operator	S-07
15	Waste Water Treatment Plant Operator (Sod Run)	S-08
16	Water Plant Operator	S-07
17	Water and Sewer Facilities Chief	M-14
18	Water and Sewer Maintenance Supervisor	M-11
19	Water and Sewer Operations Chief	M-15
20	<u>Permits and Inspection Service:</u>	<u>Grade</u>
21	Building Inspector I	S-08
22	Building Inspector II	S-09
23	Building Inspector III	S-11
24	Chief of Building Services	M-14
25	Chief Electrical Inspector	M-13

1	Director of Procurement	E-16
2	Director of Public Works	E-20
3	Personnel Officer	E-16
4	Secretary-Administration	E-03
5	Secretary-Community Services	E-02
6	Secretary-County Attorney	E-02
7	Secretary-County Executive	E-04
8	Secretary-Department of Public Works	E-03
9	Secretary-Economic Development	E-01
10	Secretary-Governmental and Community Relations	E-01
11	Secretary-Inspections, Licenses and Permits	E-02
12	Secretary-Parks and Recreation	E-02
13	Secretary-Personnel	E-01
14	Secretary-Planning and Zoning	E-02
15	Secretary-Procurement	E-01
16	Secretary-Treasury	E-03
17	Secretary of the Council	E-12
18	Treasurer	E-20
19	Zoning Hearing Examiner (Part-Time)	E-12 <u>E-16</u>
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1	Nurse (Licensed Practical Nurse)	A-05
2	Personnel Specialist	A-10
3	Police Communication Manager	A-04
4	Police Communication Officer	A-02
5	Probationary	A-01
6	Cook	
7	Police Communication Officer	
8	Secretary	
9	Records Administrator I	A-06
10	Records Manager	A-10
11	Secretary I	A-02
12	Secretary II	A-03
13	Secretary-Sheriff	X-03
14	Security Guard	A-03
15	Security Guard (Probation)	A-02
16	Senior Cook	A-02
17	Senior Police Communication Officer	A-03
18	Steward	A-04
19	Systems Programmer	A-07
20	(Note: The above positions are funded by Harford County pursuant	
21	to State law and are included as a schedule of payments only; above	
22	listed positions are not Harford County employment positions.)	
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Special Funded Positions

State's Attorney Office*

Assistant State's Attorney I E-08

Assistant State's Attorney II E-11

Assistant State's Attorney III E-15

Deputy State's Attorney/Senior Trial Assistant E-17

*Salaries and classifications for clerical, administrative, investigative, and other personnel shall be determined by the State's Attorney in conformity with the Harford County Pay and Classification Plan.

(Note: The above positions are funded by Harford County pursuant to State law and are included as a schedule of payments only; above listed positions are not Harford County employment positions.)

1 A. Effective the first full pay period in July, [1990] 1991,
2 employees covered by the Hourly Service Pay Schedule for fiscal
3 year [1991] 1992, who have received a performance appraisal of
4 average or better and who are not at the maximum step rates of
5 their grades, will be eligible to receive one step increase upon
6 implementation of the salary schedule; in order to be eligible for
7 movement into longevity steps, employees must achieve at least
8 three years of service at the last step of their respective grades.

9 B. Employees in the longevity portion of the salary schedule
10 must remain in each longevity step a minimum of three years before
11 being eligible to move into successive longevity steps.

12 C. Longevity steps may be denied if the employee does not
13 achieve a performance appraisal of average or better in the year
14 when eligible to move into a longevity step.

15 Section 5. Be It Further Enacted, that

16 A. Effective the first full pay period in July, [1990] 1991,
17 employees covered by the Salaried Service Pay Schedule for fiscal
18 year [1991] 1992, who have received a performance appraisal of
19 average or better and who are not at the maximum step rates of
20 their grades, will be eligible to receive one step increase upon
21 implementation of the salary schedule;

22 B. In order to be eligible for movement into longevity steps,
23 employees must achieve at least three years of service at the last
24 step of their respective grades.

1 a minimum of three consecutive years of service in the last step
2 of their respective grades. Employees who are in the longevity
3 steps must remain in each longevity step for a minimum of three
4 consecutive years.

5 D. Longevity steps may be denied if the Sheriff's Office
6 employee does not achieve a performance appraisal of meets
7 standards or better in the year when eligible to move into a
8 longevity step.

9 Section 9. Be It Further Enacted, that this act is hereby declared
10 to be an Emergency Act, necessary for the proper operation of the
11 County government, and it shall become law on the date it is signed
12 by the County Executive; however, no payments or benefits shall
13 accrue until on or after [7 July 1990] 6 JULY 1991.

14 EFFECTIVE: January 24, 1992

15 The Secretary of the Council does hereby
16 certify that fifteen (15) copies of this Bill
17 are immediately available for distribution to
18 the public and the press.

19 Doris Paulsen, Secretary
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HARFORD COUNTY, MARYLAND
CLASSIFIED SERVICE SALARY SCHEDULE
FISCAL YEAR 1992

	1	2	3	4	5	6	7	L1	L2	L3
S01	8.30	8.53	8.78	9.03	9.29	9.55	9.82	10.13	10.43	10.74
S02	8.66	8.91	9.16	9.43	9.70	9.98	10.26	10.58	10.89	11.22
S03	9.10	9.36	9.63	9.91	10.20	10.49	10.81	11.13	11.46	11.81
S04	9.57	9.84	10.13	10.42	10.73	11.06	11.39	11.72	12.08	12.45
S05	10.08	10.38	10.68	11.00	11.34	11.67	12.03	12.38	12.76	13.14
S06	10.63	10.95	11.28	11.62	11.97	12.32	12.70	13.07	13.47	13.87
S07	11.30	11.63	11.98	12.34	12.71	13.09	13.48	13.89	14.31	14.73
S08	11.98	12.34	12.71	13.09	13.48	13.89	14.31	14.73	15.17	15.63
S09	12.77	13.16	13.54	13.95	14.37	14.80	15.25	15.71	16.18	16.66
S10	13.64	14.04	14.46	14.90	15.34	15.81	16.28	16.77	17.27	17.79
S11	14.58	15.02	15.47	15.93	16.41	16.90	17.41	17.93	18.47	19.02
S12	15.62	16.09	16.57	17.06	17.59	18.11	18.65	19.22	19.79	20.39
S13	16.77	17.27	17.79	18.32	18.87	19.44	20.02	20.62	21.24	21.88
S14	18.04	18.58	19.14	19.71	20.30	20.91	21.54	22.19	22.85	23.54
S15	19.44	20.02	20.63	21.24	21.88	22.54	23.21	23.91	24.63	25.36
S16	20.97	21.60	22.25	22.92	23.61	24.31	25.04	25.79	26.56	27.36
S17	22.68	23.36	24.06	24.78	25.52	26.28	27.08	27.89	28.73	29.58
S18	24.45	25.18	25.95	26.72	27.53	28.35	29.20	30.08	30.97	31.90

HARFORD COUNTY, MARYLAND
HOURLY SERVICE SALARY SCHEDULE
FISCAL YEAR 1992

	1	2	3	4	5	6	L1	L2	L3
H01	7.42	7.64	7.87	8.11	8.35	8.60	8.86	9.12	9.40
H02	7.61	7.84	8.07	8.31	8.56	8.81	9.08	9.35	9.63
H03	7.84	8.07	8.31	8.56	8.81	9.08	9.35	9.63	9.92
H04	8.05	8.29	8.54	8.80	9.06	9.33	9.61	9.89	10.20
H05	8.41	8.66	8.92	9.19	9.47	9.75	10.04	10.34	10.65
H06	8.68	8.94	9.22	9.49	9.78	10.07	10.37	10.68	11.00
H07	8.94	9.22	9.49	9.78	10.07	10.37	10.68	11.00	11.33
H08	9.22	9.49	9.78	10.07	10.37	10.68	11.00	11.33	11.67
H09	9.49	9.78	10.07	10.37	10.68	11.00	11.33	11.67	12.02
H10	9.78	10.07	10.37	10.68	11.00	11.33	11.67	12.02	12.38
H11	10.07	10.37	10.68	11.00	11.33	11.67	12.02	12.38	12.75

BY THE COUNCIL

BILL NO. 91-79 As Amended

Read the third time.

Passed: LSD 92-3 (January 21, 1992)

Failed of Passage: _____

By Order

Doris Poulsen, Secretary

Sealed with the County Seal and presented to the County Executive
for her approval this 22nd day of January,
1992 at 3:00 o'clock P.M.

Doris Poulsen, Secretary

BY THE EXECUTIVE

Eileen M. Behrman
COUNTY EXECUTIVE

APPROVED:

Date January 24, 1992

BY THE COUNCIL

This Bill, (No. 91-79 As Amended), having been approved by the
County Executive and returned to the Council, becomes law on
January 24, 1992.

Doris Poulsen, Secretary
by

EFFECTIVE DATE: January 24, 1992